



DEPARTMENT OF THE ARMY
500TH MILITARY INTELLIGENCE BRIGADE
SCHOFIELD BARRACKS, HI 96857-5300

REPLY TO
ATTENTION OF

IAPD-EO

16 June 2006

MEMORANDUM FOR Soldiers of the 500th Military Intelligence Brigade

SUBJECT: Prevention of Sexual Harassment (POSH)

1. All personnel assigned to the 500th Military Intelligence Brigade will work in an environment free from any form of sexual discrimination. Sexual harassment is a form of gender discrimination. Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when one of the following occurs:

a. Submission to or rejection of, such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, or career.

b. Submission to or rejection of, such conduct by a person is used as a basis for career or employment decisions affecting that person.

c. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile, or offensive working environment.

2. Any person in a supervisory or command position who uses or condones implicit or explicit sexual behavior to control, influence, or affect the career, pay or job of a military member or civilian employee is engaging in sexual harassment.

3. Any instance of sexual harassment will be dealt with in accordance with existing laws and regulations and those found violating this policy will be subject to the full range of administrative and legal disciplinary procedures. As your Commander, I fully expect every member in this command to adhere to this policy.

On Point in the Pacific!

A handwritten signature in black ink, appearing to read "H R L", is positioned above the typed name of the commanding officer.

STEVEN R. GROVE
COL, MI
Commanding